

Participating in a **positive** future

Durham
Tees Valley
Community Rehabilitation Company



Our Values

Belief

We work hard to make a difference to the lives of participants, their families and our local communities because we believe everyone has the ability to make positive change in their lives. With support and encouragement our participants can change their future by making the right choices.



Trust

Everything we do, the decisions we make, and the actions we take are with purpose and integrity. Our communication is open. Even when we don't know the answer or can't say, we'll be honest and tell you just that. We work hard to find solutions and to "do the right thing" by all those we work with – as an employer, partner and provider.



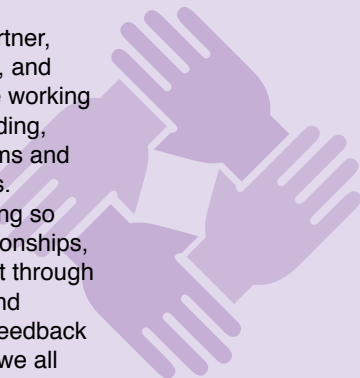
Respect

We treat everyone with fairness and respect, as well as appreciating people's differences and the diverse make up of our communities. To us fairness and respect ensures that everyone has the opportunity to succeed. As a listening employer we promote clarity and consistency. We recognise and value colleague commitment. Working with participants we see the person behind the behaviour, and as partners we listen, collaborate and share.



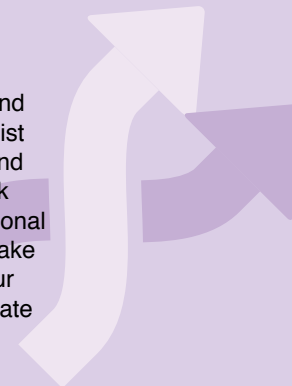
Teamwork

We are an enthusiastic partner, dedicated service provider, and caring employer. We value working together to reduce reoffending, lessen the number of victims and develop safer communities. Our work can be challenging so we create supportive relationships, and a positive environment through humour, communication and cooperation. We listen to feedback and learn from it because we all want our business model to work.



Flexibility

Our not-for-profit business model means we can reinvest to provide the best interventions, alliances and partnerships. Through our specialist knowledge we develop creative and innovative approaches to our work with participants. We use professional freedom together with agility to make a real impact on measures and our vision to enable people to participate in a positive future.



Inclusive

By encouraging everyone to be creative, imaginative and involved we can develop innovative services. This means trusting one another to do the right thing, being accountable, holding others to account, and being truly committed to our organisation collective goals. We celebrate success together and collectively work hard to find solutions when things go wrong.

